

MEMORANDUM

B&F

Agenda Item No. 2(G)

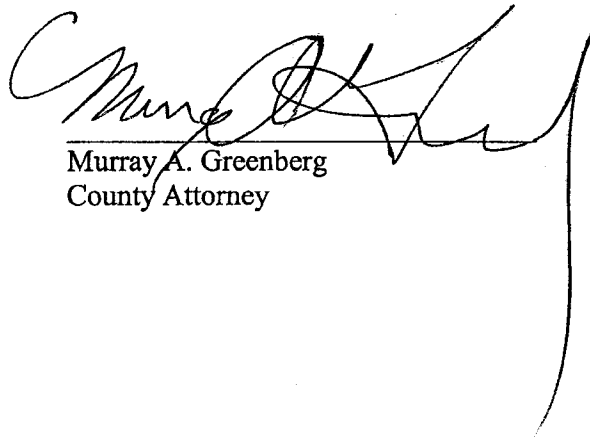
TO: Honorable Chairman Bruno A. Barreiro
and Members, Board of County Commissioners

DATE: April 10, 2007

FROM: Murray A. Greenberg
County Attorney

SUBJECT: Resolution relating to
amending County's
Tuition Reimbursement
Program

The accompanying resolution was prepared and placed on the agenda at the request of Vice-Chairwoman Barbara J. Jordan.



Murray A. Greenberg
County Attorney

MAG/jls



MEMORANDUM

(Revised)

TO: Honorable Chairman Bruno A. Barreiro
and Members, Board of County Commissioners

DATE:

FROM: Murray A. Greenberg
County Attorney

SUBJECT: Agenda Item No.

Please note any items checked.

- ☐ "4-Day Rule" ("3-Day Rule" for committees) applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Bid waiver requiring County Manager's written recommendation
- ☐ Ordinance creating a new board requires detailed County Manager's report for public hearing
- ☐ Housekeeping item (no policy decision required)
- ☐ No committee review

Approved _____ Mayor

Agenda Item No.

Veto _____

Override _____

RESOLUTION NO. _____

RESOLUTION DIRECTING THE COUNTY MANAGER TO
TAKE STEPS TO AMEND THE COUNTY'S TUITION
REIMBURSEMENT PROGRAM, INCLUDING NEGOTIATING
SUCH CHANGES WITH THE COUNTY'S COLLECTIVE
BARGAINING AGENTS

WHEREAS, County Administrative Order 7-4, Tuition Refund Program, provides for employees enrolled in accredited educational institutions to be reimbursed for 50% of tuition costs, for approved coursework which will enable them to improve their performance in their current positions and prepare them for increased responsibilities; and

WHEREAS, recent investigations into the use of the Tuition Refund Program has revealed that employees are receiving substantially greater benefits than were originally intended; and

WHEREAS, the benefits County employees receive under the current Tuition Refund Program exceed what employees of other local governments in this area receive; and

WHEREAS, the Board wishes to continue to encourage employees to seek educational opportunities which will enable them to improve their performance in their current positions and prepare them for increased responsibilities; and

WHEREAS, at the same time the Board wishes to ensure that its Tuition Refund Program is fiscally responsible and not abused at County taxpayer expense; and

WHEREAS, the Board recognizes that the benefits provided by the Tuition Refund Program have become a term and condition of employment that has been incorporated into the County's collective bargaining agreements; and

WHEREAS, the Board recognizes that changing the Tuition Refund Program with respect to unionized employees requires negotiation with the County's collective bargaining agents,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the Board directs the County Manager to seek to negotiate with the County's collective bargaining agents the following changes to the County's Tuition Refund Program: (1) the imposition of a limit of \$3,000 on the amount of funds that any individual employee can receive in a calendar year; and (2) a requirement that employees who receive tuition refunds from the County either remain employed with the County for a minimum of three (3) years following completion of coursework or if they leave in less than three years that they reimburse the County for any tuition paid by the County within that period of time.

The foregoing resolution was sponsored by Vice-Chairwoman Barbara J. Jordan and offered by Commissioner , who moved its adoption. The motion was seconded by Commissioner and upon being put to a vote, the vote was as follows:

Bruno A. Barreiro, Chairman
Barbara J. Jordan, Vice-Chairwoman

Jose "Pepe" Diaz
Carlos A. Gimenez
Joe A. Martinez
Dorin D. Rolle
Katy Sorenson
Sen. Javier D. Souto

Audrey M. Edmonson
Sally A. Heyman
Dennis C. Moss
Natacha Seijas
Rebeca Sosa

The Chairperson thereupon declared the resolution duly passed and adopted this 6th day of February, 2007. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.



Lee A. Kraftchick

5